U.S. Army Garrison - Heidelberg

Army Substance Abuse Program

Serving Darmstadt, Kaiserslautern,
Mannheim, and Heidelberg, Germany

Army Substance Abuse Program Overview

Army Regulation 600-85

Program Authority

Army Regulation 600-85

Army Pamphlet 600-85

The ASAP is a command program that emphasizes readiness and personal responsibility.

The ultimate decision regarding separation or retention of abusers is the responsibility of the soldier's chain of command.

General B.B. Bell

Objectives

- **Review Army Values and Standards**
- **Define Army Substance Abuse Program (ASAP)**
  - **Mission Statement**
  - **Mission**
  - **Objectives**
- **Recognize the ASAP's referral process and the role of the Community Counseling Center**
- **Discuss the Limited Use Policy**

Army Values and Standards

Abuse of alcohol or the use of illicit drugs by both military and civilian personnel is inconsistent with

- **Army values**
- **Standards of performance**
- **Discipline and**
- **Readiness necessary to accomplish the army's mission**

ASAP's Mission Statement

The ASAP's mission is to:

- Strengthen the overall fitness and effectiveness of the army's total workforce.

and

- Enhance the combat readiness of its soldiers.

ASAP's Mission

Provide services:

- **Adequate and responsive to the needs of the total workforce**
- **Emphasize alcohol and other drug abuse deterrence, prevention, education, and treatment**

ASAP Mission

- Prevent alcohol and other drug abuse.
- Identify abuse as early as possible.
- Restore both military and civilian employee.
- Ensure prevention education is provided at all levels.
- Utilize local and community resources and facilities.
- Staff remain current to drug trends.

ASAP's Objectives

- Implement alcohol and other drug risk reduction and prevention strategies that respond to potential problems before they jeopardize readiness, productivity, and careers
- Restore to duty those substance-impaired soldiers who have the potential for continued military service
- Achieve maximum productivity and reduce absenteeism and attrition among DA civilian employees

Responsibilities

- AR 600-85 Commander’s Program
- Commander Responsible for Enhancing the Readiness and Increasing the Combat Effectiveness of the United States Army through Awareness, Prevention Education and Training, Drug Testing, Clinical Evaluation of All identified Substance Abuse Problems, and Rehabilitation for those who possess a potential for continued military service.

Responsibilities Cont.

- ADCO
- Coordinate the command, staff, and clinical aspects of the ASAP
- Develop, coordinate, and recommend local ASAP policies and procedures.
- Establish communication, referral, and processing channels with and between military and civilian activities.
- Ensure the admin maintenance of ASAP records and reports.

Responsibilities Cont.

- Prevention Program Administrator
- Implement, administer, and provide ADAPT instruction.
- AR 600-85 requires 4 hours of annual training for ALL military personnel
- Develop, administer, and supervise prevention education and training on A & D and health issues.
- Coordinates with local community for preventive education efforts.

•Responsibilities Cont.

EAPA Employee Assistance Program Administrator

- Coordinate all civilian employee aspects of the ASAP through the ADCO.
- Works with the civilian personnel office CPO and appropriate health program personnel
- Evaluate local community rehabilitation resources used for referral in working with CD. Provides training for supervisors, managers and civilians. Works with outside agencies on behalf of civilians and ASAP.

Responsibilities Cont.

BTC

- Administer the biochemical testing program to include: data base management, inventory management, budget, and training.
- Implement the biochemical testing program to include: collections and UPL’s management and laboratory and Commander liaison.

Responsibilities Cont.

Medical Review Officer

Reviews all civilian results

Reviews all positive military results other than THC, Cocaine, LSD & PCP

Certify those lab results forwarded for review

ASAP Functional Areas:

- Prevention
- Education
- Identification
- Treatment or Rehabilitation
- Program Evaluation

ASAP Functional Areas Cont.

PREVENTION:

- Includes all measures taken to reduce to the lowest possible level, the abuse or misuse of alcohol and other drugs.
- Reduce the abuse of drugs within the military community
- Ensure that the adverse consequences of alcohol or other drug abuse are emphasized

ASAP Functional Areas Cont.:

EDUCATION

- AR 600-85 prescribes policy for alcohol and other drug abuse prevention education programs.
- Inform all members of the installation about available ASAP services.
- Provides commanders and supervisors with information and training to assist individuals who may be in need of help.

ASAP Functional Areas Cont.:

IDENTIFICATION:

- of the misuse or abuse of alcohol and other drugs differs for military personnel and DA civilian employees
- Military personnel: Voluntary, Command identification, Biochemical identification, Medical identification and Investigation/Apprehension

ASAP Functional Areas Cont.:

Treatment Rehab/Treatment Program Eval

- The rehabilitation/Treatment process begins with identification. Rehabilitation of alcohol and other drug abusers is a command responsibility.
- Restore military and civilian personnel to effective duty
- Identify personnel who cannot be successfully rehabilitated
- Resolve alcohol & drug abuse problems in the family and perform more effectively.

ASAP Functional Areas Cont.:

PROGRAM EVALUATION:

- According to AR 600-85 program evaluation will:
- Ensure integration of all facets of the ASAP at every command level;
- Provide feedback as a basis of program improvement and allocation of dollar and staff resources.

Alcohol Awareness

- If You Drink Don’t Drive.

- Contrary to popular belief, the human liver can only burn (Metabolize) ¼-1/2 OZ of pure alcohol per hour.
- “One drink per hour and I can still drive” is False.

Alcohol Awareness Cont.

- One 12 OZ American Beer (3.6 - 4.6%)

  Equals ½ OZ pure alcohol

  - Raises average person's BAC

  .03

Alcohol Awareness Cont.

- One 5 OZ Glass of wine

Equals ½ OZ pure alcohol

- Raises average person’s BAC to approx

.03

Alcohol Awareness Cont.

- One 12 OZ Wine Cooler =

Slightly less than ½ OZ pure alcohol

- Raises average person's BAC

.02 - .03

Alcohol Awareness Cont.

- One shot of Distilled alcohol =

½ OZ of pure alcohol

- Raises average person's BAC to approx

.03

Alcohol Awareness Cont.

German Alcohol vs. American:

- One ½ Liter German Beer (4.6 - 5.7%)
  Equals ¾-1 OZ pure alcohol

- Raises average person's BAC

.04-.06

Alcohol Awareness Cont.

German “MASS”:

- Average Alcohol Content (4.6 - 5.7%)
  1 to 2 OZ pure alcohol

- Raises average person’s BAC

.07 - .14

Alcohol Awareness Cont.

German Wine Glass:

Average alcohol content

7.5% to 13%

½ to ¾ OZ of pure alcohol
raises average person’s BAC

.03 - .05

Alcohol Awareness Cont.

German Wine Cooler:

Average alcohol content

4.6% to 6.5%

½ to ¾ OZ of pure alcohol
raises average person's BAC

.03 - .04

Alcohol Awareness Cont.

German Distilled Alcohol:

Average Alcohol Content

35% to 50%

½ to 1 OZ of pure alcohol
raises average person’s BAC

.03 - .07

Alcohol Awareness Cont.

GERMAN LAW:

- **.03-.049% BAC (accident) = DWI**
  Fines & Auto repairs
- **.05-.079% BAC = DWI**
  Fines up to E 500
- **.08% BAC = DWI**
  Fines & Legal fees
  Up to E 5000

Army Substance Abuse Program for Department of the Army Civilian Employees

EMPLOYEE ASSISTANCE PROGRAM COORDINATOR /PREVENTION COORDINATOR

USAG - Landstuhl ASAP
Bldg. 3820, Rm. 207
LRMC
DSN: 486-6121 CIV: 06371-86-6121

USAG - Heidelberg ASAP
Bldg. 3752, Rm. 306
104 Römerstrasse
DSN: 370-6069 CIV: 06221-57-6069

USAG - Mannheim ASAP
Bldg. 214, Rm. 1

Sullivan Barracks

USAG - Darmstadt ASAP
Bldg. 4006, Rm. 302

Cambria Fritsch Kaserne

Alcohol & Drug Control Officer:

ASAP Division Office, Bldg. 128, Patton Barracks, DSN: 373-7475 CIV: 06211-17-7475

2601

DSN: 348-6750 CIV: 06151-69-

Training Objectives

- Introduction
- Review Army regulations and policies
- Define Army Substance Abuse Program (ASAP) Employee Assistance Program (EAP) and the role of the Employee Assistance Program Coordinator
- Review Patient Cost, Family Member Participation, Confidentiality

Department of the Army Regulations

AR 600-85 (Chapter 14)

DA PAM 600-85

Executive Order 12564

ASAP Civilian Services

The following six slides specify aspects of the Army's Substance Abuse Program (ASAP) policy pertaining to:

- **DA civilian employees**
- **Military and civilian employee family members**
- **Military retirees and**

Department of the Army ASAP Policy

- **DA civilian employees must refrain from:**
  - **Alcohol abuse**
  - **Using illegally drugs**

On or off duty

Department of the Army ASAP Policy

- Reducing or eliminating alcohol and or other drug misuse or abuse creates:
  - Safe
  - Healthful
  - Productive
  - Secure workplace

Department of the Army ASAP Policy

- **Supervisors will be encouraged to use Employee Assistance Program (EAP) to help employees suffering from problems and/or substance abuse.**

Department of the Army ASAP Policy

Participation is voluntary

Civilian employees (family members also) have the option of participating in either:

- **Installation ASAP clinical program when available**
- **Referral to an approved program in the civilian community**

Department of the Army ASAP Policy

- **Absence from work to obtain treatment will be in accordance with CPO regulations**
- **Performance appraisals will not mention current or past enrollment in ASAP**

Department of the Army ASAP Policy

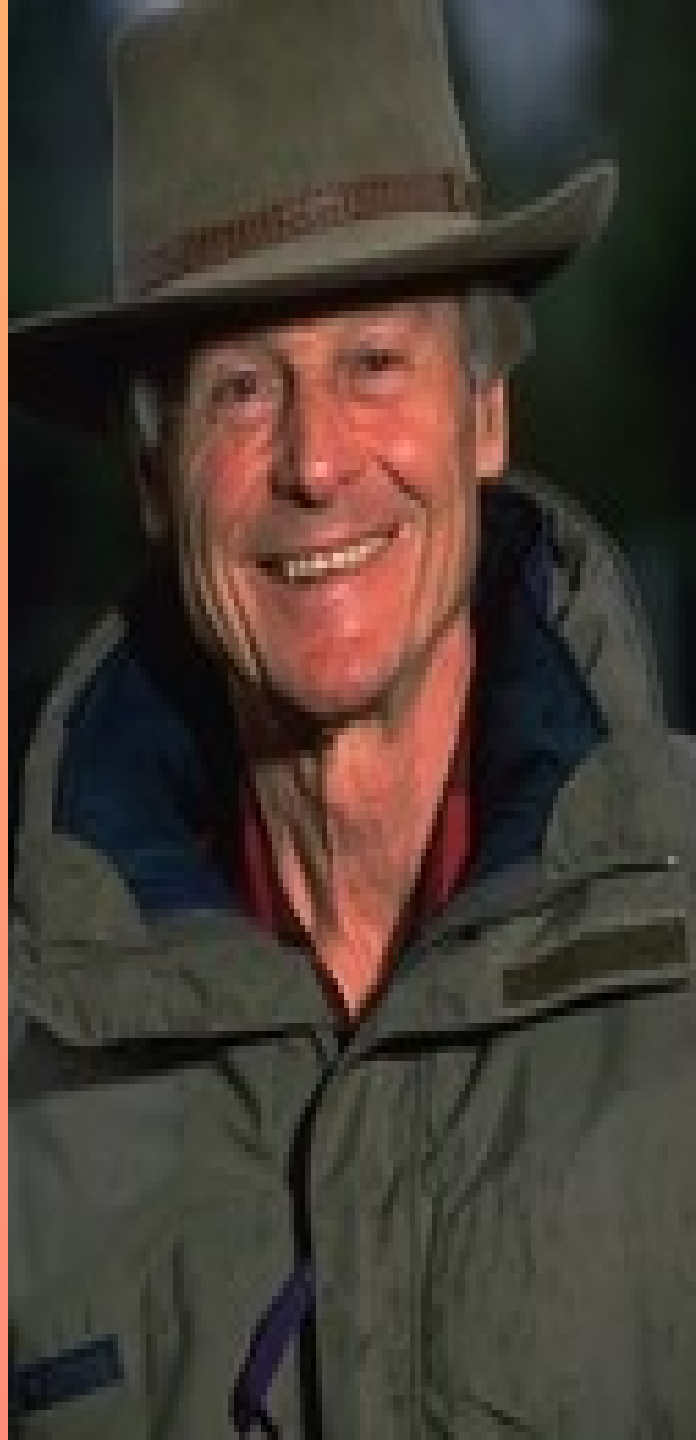
- Support of recognized labor organizations is encouraged.
- Drug Testing will not be conducted for the purpose of gathering evidence for use in criminal proceedings

Department of the Army

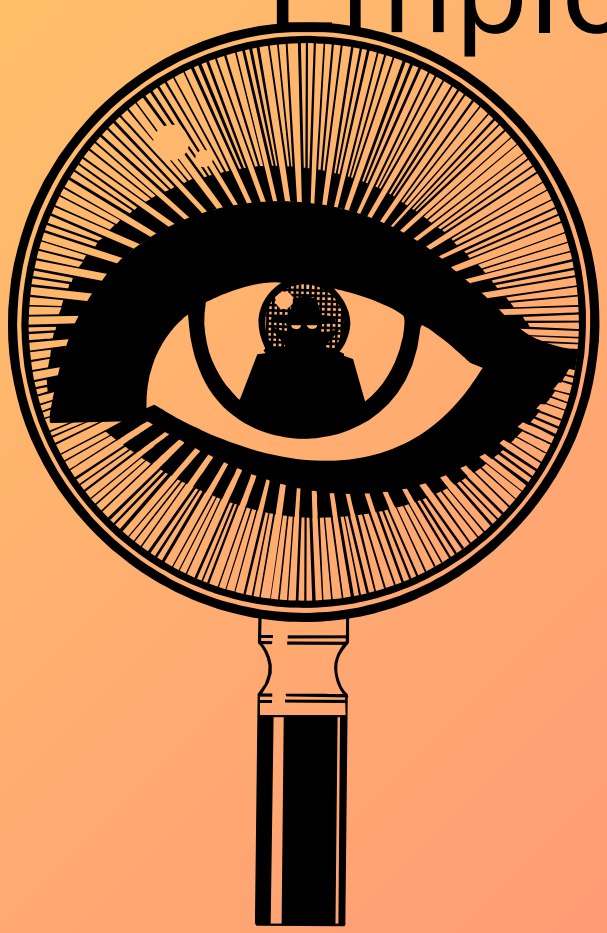
ASAP

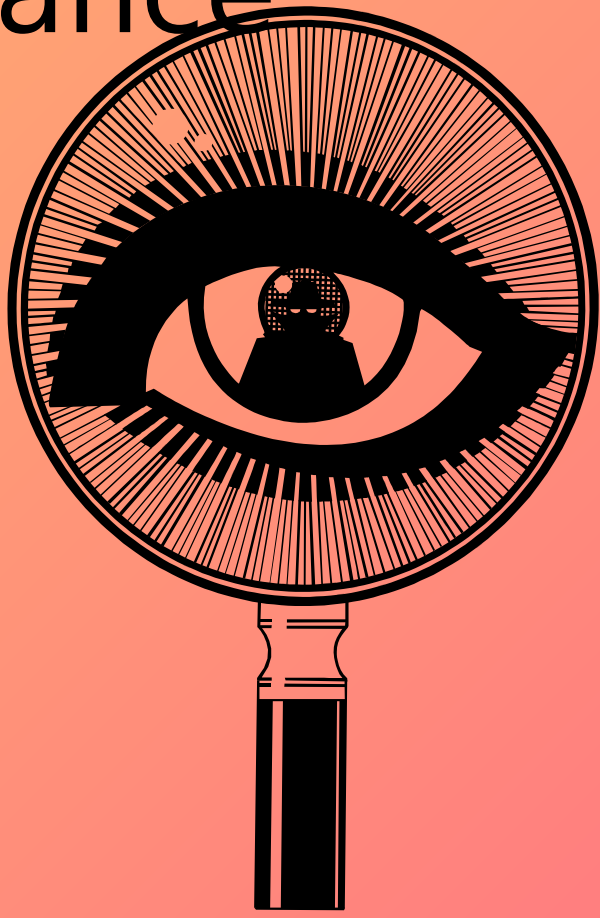
Eligibility

Civilian services are authorized for all DA civilian employees in appropriated and non-appropriated fund positions.



Employee Assistance Program (EAP)





EAP

A job-based program designed to restore employees to full productivity;

Helps employees and their family members whenever feasible, with problems that may affect their well-being and their ability to do their jobs

Employee Assistance Program

Job effectiveness can be adversely affected by:

- **Substance abuse**
- **Mental or emotional problems**
- **Family responsibilities**
- **Financial or legal difficulties**
- **Dependent (child/elder) needs**

Employee Assistance Program Coordinators

Provide:

- **Screening**
- **Short-term counseling**
- **Referral services**
- **Follow-up services**

Consult:

- **Installation CPAC**
- **MRO**
- **SAP**
- **Supervisors**

Present prevention education training on:

- **Alcohol and other drug**
- **How to use EAP service**

Mandated minimum of 3 hours annually for all civilian employees

Employee Assistance Program Coordinators

Advise/update supervisors on employees' progress (as permissible by law and this regulation

Publicize ASAP services

Maintain listings of available community counseling and treatment resources

Collect information required for reports.

EAP- Screening and Referral

Job performance, conduct, or attendance record indicating a problem

Supervisors will refer any civilian employee who is found to abuse alcohol or drugs or use illegal drugs

Use of EAP is entirely voluntary and is confidential.

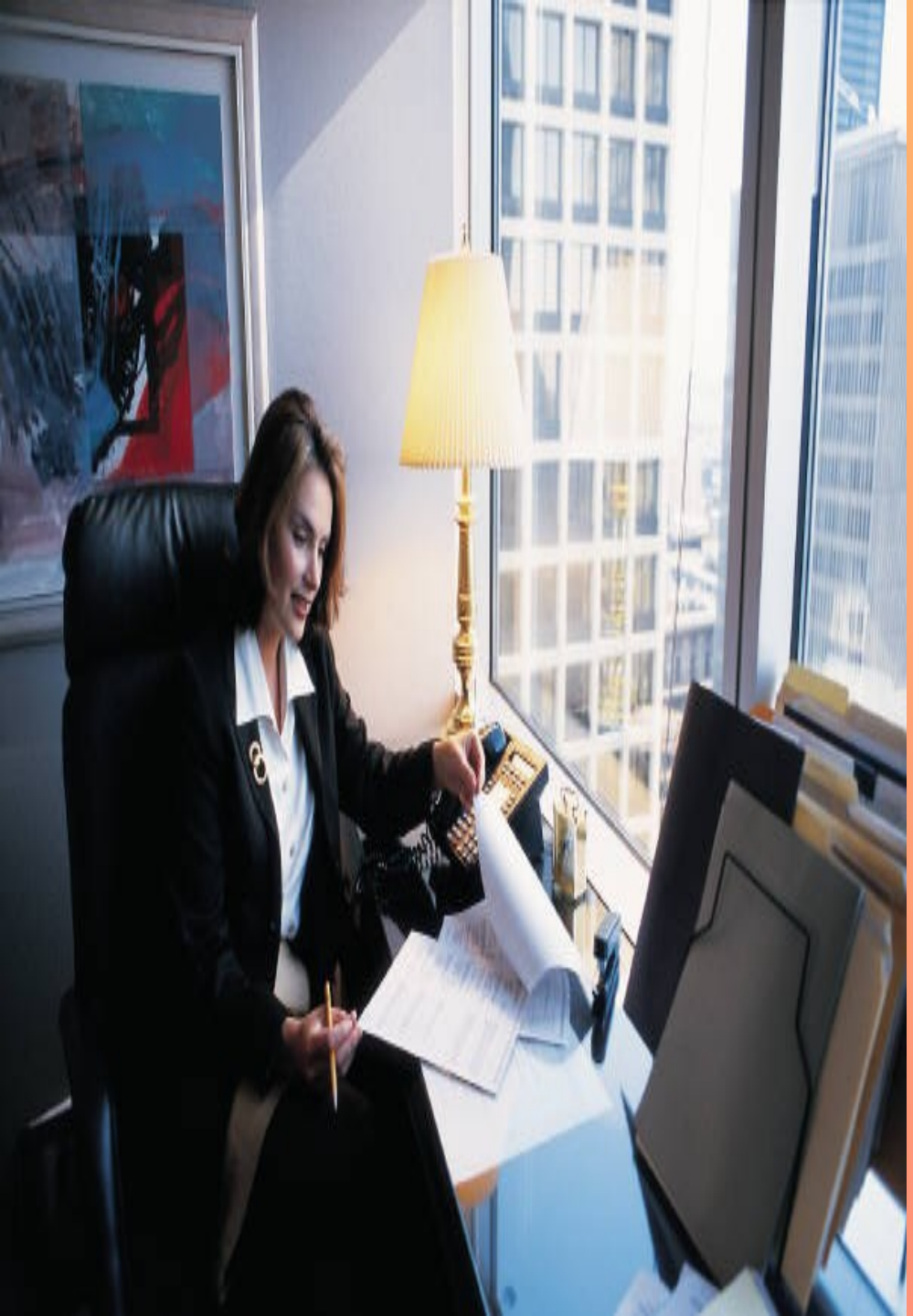
EAP - Patient Costs

No direct charge for:

- **Outpatient civilian services provided by the ASAP counseling center**
- **Medical evaluations conducted by:**
  - **Army Federal Civilian Employee Health Services Program**
  - **Medical Treatment Facility (MTF) physician**
  - **Medical consultant**

EAP-Participation of Family Members (military/civilian)

Family members, including minor children may participate in all aspects of the ASAP



EAP-Confidentiality of Patient Records

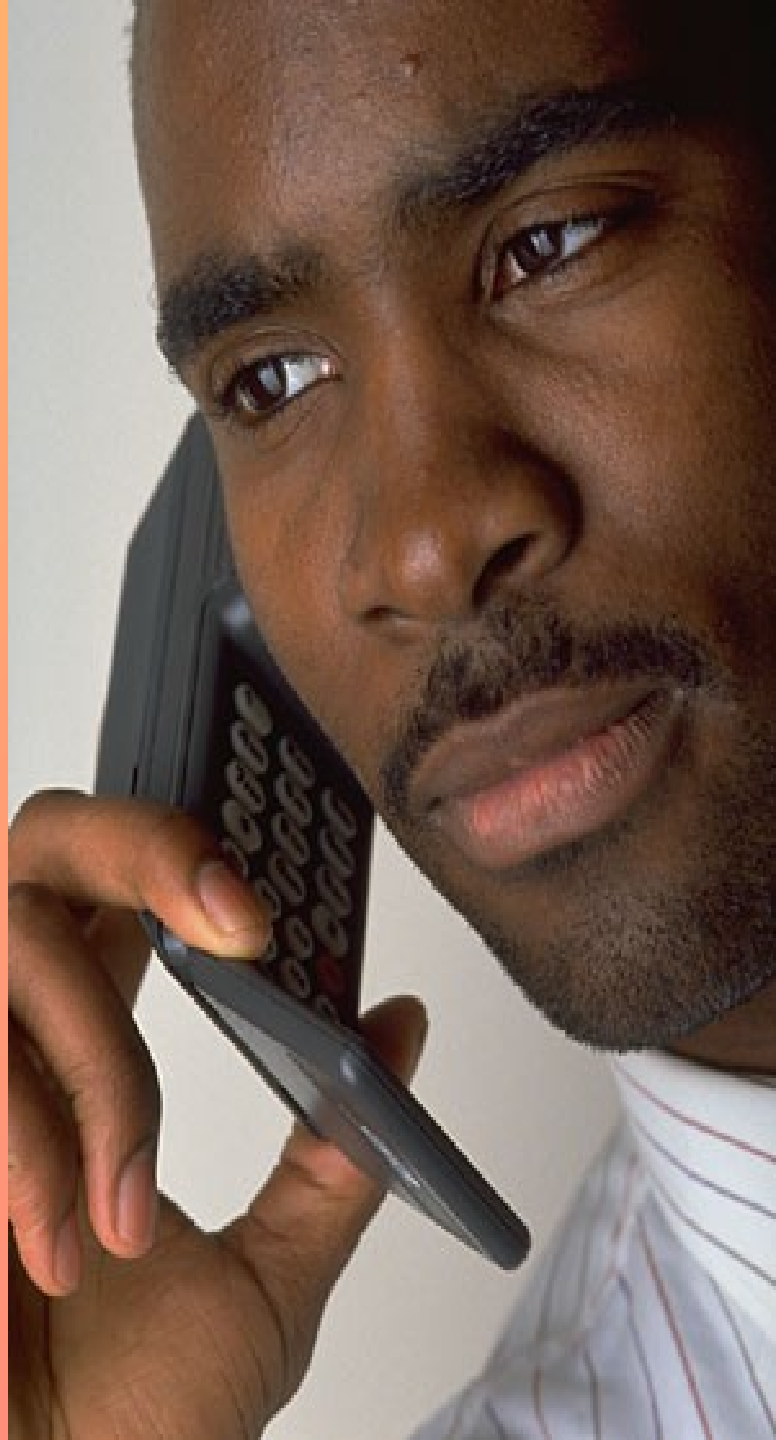
The confidentiality and disclosure of records is controlled by 42 USC 290dd-2; and 42 CFR Part 2.

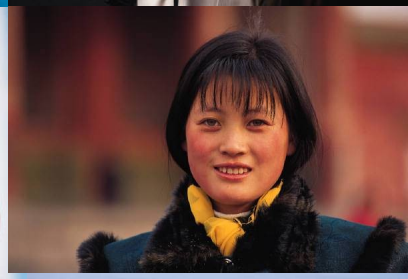
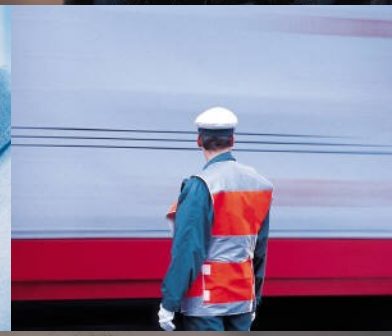
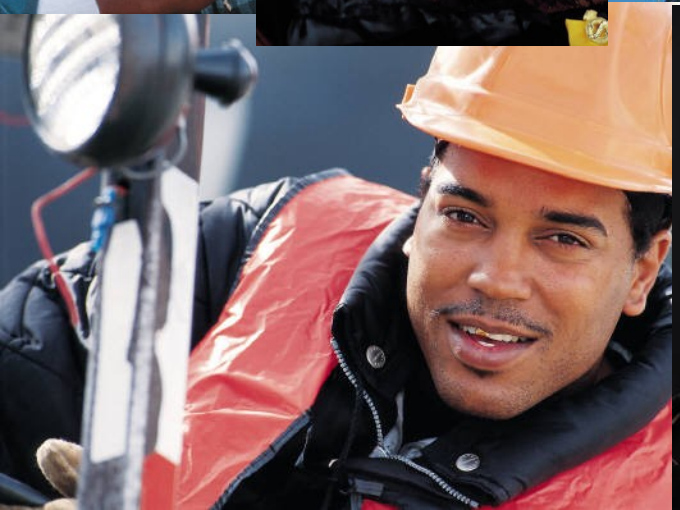
- **Identity**
- **Diagnosis**
- **Prognosis**
- **Treatment**

EAP-Confidentiality of Patient Records

Confidentiality starts prior to enrollment for the patient (employee)

During the initial screening, the confidentiality statement will be reviewed with the patient.



Question # 1

- What is an Employee Assistance Program?

a. An Employee Assistance Program is a service available to all Federal employees.

b. A resource to talk about problems that can adversely affect job performance, stress, and personal health related issues.

c. A resource to receive short-term counseling.

d. All of the above.

ANSWER: D

Question # 2

- What kind of problems do EAPs help resolve?

a. Alcohol and drug abuse

b. Family pressures

c. Job stress

d. Gambling

e. All of the above

ANSWER: E

Question # 3

- I think I may have a problem and I want to receive EAP assistance. I do not want my supervisor to find out. Does the EAP staff have to report it to your supervisor.

a. Yes.

b. No.

- ANSWER: No. Information received during your EAP counseling cannot be disclosed without your permission

Question # 4

- The Employee Assistance Program provides training to managers, supervisors and all civilians.

a. True.

b. False.

ANSWER: True

Question # 5

- AR 600-85 requires 3 hours of annual training for ALL civilian personnel.

a. True.

b. False.

ANSWER: True

Question # 6

- Which has the highest alcohol content?

a. American Beer.

b. American wine-coolers.

c. German Beers.

ANSWER: C

Question # 7

- What is the DWI BAC level in Germany?

a. .10

b. .08

c. .05

ANSWER: C

Question # 8

- Supervisors will be encouraged to use Employee Assistance Program (EAP) to help employees suffering from problems and/or substance abuse.

a. True.

B. False.

ANSWER: True

Question # 9

- My family member received a DUI. Can my family member use the Army Substance Abuse Program to receive help?

a. No.

b. Yes.

ANSWER: B

Question # 10

- Employee Assistance Program Coordinators provide:

a. Screening.

b. Short-term counseling.

c. Referral services.

d. Follow-up services.

e. All of the above. ANSWER: E.

Question # 11

The confidentiality and disclosure of records controlled by 42 USC 290dd-2 and 42 CFR Part 2 includes:

a. Identity

b. Diagnosis

c. Prognosis

d. Treatment

e. All of the above

ANSWER: E

Question # 12

- EAP participation is voluntary:
  - Civilian employees (family members also) have the option of participating in either:
  - Installation ASAP clinical program when available
  - Referral to an approved program in the civilian community

ANSWER: A

a. True.

b. False.

Question # 13

- AR 600-85 is a Commander's Program?

a. True

b. False

ANSWER True

Question # 14

- According to AR 600-85 “All” military personnel are required to have 4 hours of annual training.

a. True

b. False

ANSWER True

Question # 15

- **What are some risk reduction measures?**

  a. Go drinking with friends

  b. Stop drinking after your money runs out

  c. Choose a designated driver

  d. Decrease the amount you drink?

  e. All of the above

  f. A, C, D

ANSWER: F

Question # 16

- **What are some safe party ideas when serving alcohol?**

  a. Serve a variety of foods
  b. Have non-alcoholic drinks available
  c. Ensure your guests get home safely
  d. Have an open bar
  e. A, B, and C
  f. B, C and D

ANSWER: E

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